

NJAC COUNTY BIZ

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New Jersey Association of Counties

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Better Labor Decisions

by Jennifer Dowd, Marketing Manager for Kronos Public Sector

Government has always struggled with the complexity of planning and operations. The impact many small decisions have on a government's finances, for example, a simple choice between who works an overtime shift and who doesn't, can have a decade's long financial implication that far outweighs any wage difference or even premium pay difference. But this cost implication is hidden from the decision makers and is often never connected.

It becomes easy to see how governments can get a poor reputation for managing its finances over the years because of what in hindsight look like obviously poor financial decisions.

When labor makes up a large portion of a municipal government's labor budget, it would seem like there would be more visibility and control over the decision-making process. The challenge for governments is that an hour worked today is impacted by benefit rules that take into account many years previously worked and then generates many years of commitment ahead. The supervisor making the daily decision has no visibility to this and therefore cannot take it into account.

If provided the information that shows the real cost of an hour of labor, supervisors would be enabled to make better decisions and government entities would see immediate benefits from improved use of tax dollars without having to resort to tax increases or layoffs.

Consider these easily measurable areas of influence on the cost of an incremental hour:

1. **What is the cost of the wage paid?** This is the easiest to measure and is often what is used in labor reporting and decision-making.
2. **Will this have an impact on benefit costs?** If the employee is classified as part-time, will they now be eligible for benefits under the Affordable Care Act? Do they generate any additional vacation, comp time or paid sick/personal time?
3. **Are they now eligible for overtime?** It could be 1.5 or higher based on negotiated contracts
4. **Will this hour impact their pension?** Depending on pension rules, this incremental hour of work could increase pension pay-outs. That hour of time could have an impact on government costs that lasts for 20 or more years.
5. **Is this work occurring due to a State or Federal grant?** Has the amount from the grant already been used up? If so, the department is now responsible for paying the overage, and must now find those funds from another area of the budget.

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Get to know your County Official.....

How many years have you served as a Essex County Freeholder? I was elected to my first term in November 2011, and re-elected this past November, while I was managing Senator Booker's campaign.

What was the first public office you held? I had the pleasure of serving my first term as Essex County Freeholder for District 5. Now I am an At-Large Freeholder, which means my constituents multiplied by about five times.

Why did you choose to run for Freeholder? All my life I've learned what makes Essex County's towns unique and the special place our communities hold in the past, present and future of our great State. I knew that it would take someone with a wide-ranging skill set and unwavering commitment to public service to serve as a freeholder in Essex County. As a lifelong Essex County resident spending my entire career in the public sector with extensive experience on all levels of government, I wanted to leverage these skills to advance policies that will benefit our residents so together we can work towards a brighter future for all of Essex County.

What had been the most difficult decision you have had to make while serving as an Essex County Freeholder? Having to be away from my family. It is an honor and privilege to serve the people in Essex County, but as a public servant I am asked to sacrifice time that I could be spending with my wife, son, and daughter. Our weekly Freeholder meetings often run late into the evenings as well.

Policy-wise, one of the most difficult things is balancing the budget every year. It's not just about numbers - there are families that depend on the services we offer, and who are directly impacted by the budget we pass. It's about prioritizing things, and you are expected to please everyone. It's hard to find a balance but I know the decisions we make will help Essex County make the most use of its resources.

What would our readers be most surprised to learn about you? You might be surprised to know that I'm a saxophone player. I've played since I was in grade school and gave it up for a while, but I've been practicing lately. I think I'm getting pretty good, but my wife isn't thrilled about me playing in the house while the kids are sleeping.

Who is your role model? Throughout my life I've been fortunate to have had many role models: the late Senator Lautenberg, Dr. Martin Luther King, Jr., Senator Robert Kennedy, Senator Cory Booker, and most importantly, my parents, Daniel and Michelle Gill. My father has been teaching middle school in Essex County since I was born and has a great connection with his students. My mother was a homemaker and always made sure my brother, sister, and I were on the right path in our lives. Both of them are lifetime residents of New Jersey.

Why do you love Essex County? With its rich history, great diversity, and extraordinary park system, it's easy for anyone to love Essex County. But, what do I love most? The people without a doubt. The many different cultures that comprise our vibrant communities serve as the fabric of this great county. Working on behalf of our residents is the reason I am so grateful to serve as Freeholder At-Large.



Brendan W. Gill
Freeholder Vice President



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Better Labor Decisions *(continued)*

It's no wonder that supervisors can unwittingly rack up expensive labor bills at the end of the week when they are doing their best to apply resources to the work at hand. Even worse they may never realize what they have done because some of these costs never show up in their daily or monthly cost reports.

With benefit costs and regulatory compliance becoming a significant part of total wages, it's time to provide the total labor cost to supervisors so that they can make better decisions about how they use labor or who is assigned the next shift.

To learn more about Kronos, please contact Wesley Witherington, Kronos Sales Executive State of New Jersey, Public Sector and Education, at wesley.witherington@kronos.com or via telephone at (973) 331-5465.



PSE&G Unveils 5-Year Proposal to Continue to Replace Aging Gas Infrastructure - \$320 million a year program to modernize 800 miles of cast iron and unprotected steel

by Brooke Houston Fisher, Communications for PSE&G

Low gas supply prices make this the ideal time to upgrade system

Public Service Electric and Gas Company (PSE&G), New Jersey's largest utility, announced a proposal to invest \$1.6 billion over the next 5 years to proactively modernize its gas systems – supporting a safe, clean, reliable gas system well into the future. The utility requested the funding, about \$320 million per year, in a filing with the New Jersey Board of Public Utilities.

PSE&G's Gas System Modernization Program would include replacing an average of approximately 160 miles of cast iron and unprotected steel gas mains, and about 11,000 unprotected steel service lines to homes and businesses per year, over five years.

The mains and service lines would be replaced with strong, durable plastic piping, which is much less likely to have leaks and release methane gas. The new elevated pressure systems also enable the installation of excess flow valves that automatically shut off gas flow if a service line is damaged, and better support the use of high-efficiency appliances.



Ralph LaRossa
President & COO
PSE&G

“While our cast iron and unprotected steel gas pipes represent less than 30 percent of our infrastructure, they account for 80 percent of distribution systems leaks each year, excluding third-party damages,” said Ralph LaRossa, PSE&G president and COO. “The Gas System Modernization Program will provide our customers and the communities we serve with the environmental benefit of reduced greenhouse gas emissions, and a positive impact on employment and the New Jersey economy.”

Pointing to lower gas bills, LaRossa said it makes sense to make these added investments now.

Since 2008, residential gas heating bills are down 44 percent because of the lower cost of natural gas supply. “We are in a time of unprecedented low interest rates and natural gas prices,” LaRossa said. “The timing is right to make these infrastructure investments.”

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PSE&G *(continued)*

The Gas System Modernization Program would support more than 500 direct jobs to help boost New Jersey's economy. "A number of labor and business leaders have already expressed support for our proposal," said LaRossa. "They know that these are important investments for New Jersey."

The Gas System Modernization Program is a next step in a series of modernization programs, including PSE&G's ongoing Energy Strong work that is focused largely on building the resiliency into its systems required to withstand the kind of severe weather that has devastated our state over the past five years. Approved last year, the \$1.22 billion Energy Strong program includes raising, relocating and protecting electrical switching and substations, and replacing 250 miles of low-pressure cast iron gas mains in or near flood areas.

"We operate and maintain more than 17,000 miles of gas distribution mains that transport natural gas to 1.87 million customers in the most densely populated parts of our state," LaRossa said. "We've been providing safe, reliable gas service to customers in New Jersey for more than 100 years, and believe strongly that now is the right time to modernize our infrastructure."

To learn more visit PSEG at www.pseg.com.



Mercer County Economic Summit hosted by the Princeton Chamber of Commerce

by Peter Crowley, President & CEO, Princeton Chamber of Commerce

Mercer County held their 10th Annual Mercer County Economic Summit in partnership with the Princeton Regional Chamber of Commerce and New Jersey Tech Council. The Summit was held at the Conference Center at Mercer County Community College, with over 250 business and professional leaders in attendance. The Economic Summit is a partnership with the Princeton Regional Chamber of Commerce, the County Office of Economic Development and Sustainability and the Board of Chosen Freeholders. The event is designed to provide the region with the County Executive's Economic Report and an economic update report from the Philadelphia Reserve. This year's theme was "Leveraging Technology for Business Success" and the keynote speaker, Simon Nynens, CEO of Wayside Technology spoke about why it is imperative that companies adjust their business to meet the changing needs of disruptive technology. In addition, a panel of technology experts spoke about social media and cloud technology.



James Barrood, President & CEO, NJ Tech Council; Simon F. Nynens, Chairman, President & CEO, Wayside Technology Group; Peter Crowley, President & CEO, Princeton Chamber of Commerce; and John P. Thurber, Chairmen of the Board, Princeton Chamber of Commerce & VP for Public Affairs, Thomas Edison State College



Passaic County Park System Sees Improvements

by Jason Simmons, Sr. Environmental Planner for the Department of Planning & Economic Development for Passaic County

Passaic County was awarded a 2012 Recreational Trails Grant to make improvements in Pompton Aquatic Park which is geographically separated in two Passaic County municipalities. Pompton Aquatic Park in Wayne Township is a historic park along the historic Morris Canal Pompton Feeder adjacent to the Passaic County Farm and Ramapo River, with hiking and biking trails. Pompton Aquatic Park in Pompton Lakes is a wildlife sanctuary perfect for birdwatching and fishing adjacent to the Pompton River, with hiking and river trails.

The grant made funds available to make a series of improvements resulting in 2.79 miles of new trail. This has involved clearing and preparing the ground, constructing bridges, trail blazing, and developing and installing trail head signage and brochures.



Seeing the wonderful results of this work and the value added in having proper signage the Passaic County Planning Department will be engaging stakeholders to develop thirteen (13) additional interpretive kiosks which will then be installed at various County Parks. The Planning Department in partnership with the Parks Department, the NY/NJ Trails Conference and other stakeholders will develop the content and design of each panel to be site specific. The panels are 24"x36" and will contain trail maps, historical information, and other interesting content.

The goal is to make the County parks more accessible by providing maps of trail routes and other park amenities as well as highlighting the historical significance of our park system. Currently are parks are poorly marked making it difficult for visitors at our parks to navigate the extensive trail system and to learn about their rich history.

These thirteen kiosks with interpretive panels can serve as a first step to a larger wayfinding and information program which will ultimately enhance the visitor experience. A sample can be seen here:

For further information please contact Jason Simmons, Senior Environmental Planner, Passaic County Department of Planning & Economic Development via e-mail jsimmons@passaiccountynj.org or telephone at (973) 569-4045.



Aphawa Preserve

Passaic County Park System

Township of West Milford

Aphawa Preserve is located in southern West Milford Township, southeast of Echo Lake Road and the southern portion borders Klamath Borough in Morris County. The preserve is approximately 584 acres in size, and approximately 2.5 miles long from north to south and less than a mile wide. The preserve is completely undeveloped woodlands, with a large lake as well as several small ponds and structures.

By agreement with the County, the New Jersey Conservation Foundation is largely responsible for the management of Aphawa Preserve, which provides opportunities for resource based recreation in a natural environment. The New Jersey Conservation Foundation monitors conditions at Aphawa Preserve, and organizes volunteers to maintain trails and participate in annual cleanup events.

Geography

Aphawa Preserve is a largely undeveloped open space area of approximately 584 acres, with the main entrance and parking area located off Northwest Drive in West Milford Township. Aphawa Preserve includes a network of hiking trails and a 43 acre reservoir. The New Jersey Conservation Foundation, which is a non profit organization that seeks to preserve the state's natural resources, owns a 48 acre portion of Aphawa Preserve located through the County Open Space Trust Fund. The partnership allows to maintain and expand the preserve's trail network, allows visitors to hike with trail maps as well as booksheds in the parking area. At this time, Aphawa Preserve cannot be accessed by public transportation.

Environmental Features

Several areas of the Passaic County Park System are located within important Bird Areas of the National Audubon Society, including Aphawa Preserve and Friendship Park within the Popponesset Watershed. Sun Cap Park and Tompkins Ridge, which straddles West Milford and Ringwood in the Monacaque Watershed, borders the northern end of Monticully Reservoir near Long Pond near Snake State Park.

Aphawa Preserve contains several surface water features throughout the park including three Category One (C1) waterways. An outflow above the park contains several bodies of water. Wonder Lake is located affluents, but adjacent to the northeastern portion of the preserve, while Butler Reservoir is located in the northern portion, and several unnamed ponds, locally known as Little Beaver and Big Beaver, are fed by the Aphawa Brook. These are not currently mapped or categorized by NODP.

Passaic County Board of Chosen Freeholders

New Jersey Conservation Foundation

Technology in Education

by Lauren Cassel, Marketing Specialist for Millennium Communications Group, Inc.

We live in a technologically advanced world that constantly changes. It is important that our education system evolves with the new advancements to better provide the best possible learning environment for students. While a balance between new advancements and standard practices is necessary, technology is here to stay and we should utilize it in order to help prepare our children for the future.

With technology at their fingertips, students and teachers have access to rich, multi-media content. Students are not limited by their books, but have boundless information that they can utilize and teachers are able to integrate much more information into their lessons. For example, a teacher explaining the splitting of an atom can enhance the lesson, making it more interactive, by using a SMART board to play a video. Through the savvy use of technology, schools can offer real time video classes over the internet that might not have been available otherwise, or universities can offer online courses making it easier to reach a large student base and lower tuition costs. With the abundance of resources, tools, and devices available, technology can also be used to create a more personalized approach to learning, which will only help students excel in school and make them more likely to pursue a higher education.

Technology has evolved from being a part of the lesson to being a tool for the lesson. Students with internet access, use it at home on a daily basis. Having access to technology enables students to take their existing knowledge and apply it in a controlled setting, helping them to enhance and perfect their knowledge. Standard ways of learning are still very important to a well-rounded education, but being able to offer a combination of technology-driven and traditional learning would be ideal for students and teachers.

Finally, in order to upgrade our education system we must update the school infrastructure. School districts with a sound technology plan are more appealing to home buyers. Setting your school up with an advanced network that can be utilized as much or as little as the district chooses, will help improve the learning experience overall while planning for new technological advances down the road.

It is a challenge to keep up with the ever-changing landscape of technology and it is no longer just as simple as getting an Internet connection; you also need the bandwidth to support all of the devices and students. That is where Millennium Communications Group can help. We can increase your internet speeds by building you your own fiber network or we can do a one-time increase of the speed on an existing network. We can also help you integrate technology in the class room, help manage all the data influx, and map out a network plan that fits the needs of your students, faculty, and administrators. Find out more at: <http://www.millenniuminc.com/schools/index.html> or send us an inquiry at info@millenniminc.com.



Do you have educational or informational articles you would like published in the NJAC COUNTY BIZ?

**Contact Loren Wizman,
Director of Business Development, at
(609) 394-3467 or loren@njac.org.**

New Utility, Transportation and Golf Vehicles Contract Provides Savings and Solutions—Club Car and Columbia ParCar Provide Multiple Options to Meet Your Specific Needs

by Sarah Lindsay, Program Manager for NACo Financial Services

We are excited to announce the dual award for the new Utility, Transportation and Golf Vehicles and Related Accessories, Equipment, Parts and Services contract. This contract was awarded to Club Car and Columbia ParCar through a competitive solicitation process conducted by lead public agency, City of Kansas City, Missouri. The contract term is for three (3) years with a start date of January 1, 2015, and the option to extend the contract for two (2) additional periods of one year each.

To learn more about this new contract and the solutions available, webinars will be conducted and the recorded versions are posted on our webinars page. Learn about our [webinars](#) or [contact us](#) for additional information.

This contract delivers work vehicles that will help you improve safety, move people and transport loads while lowering your cost of ownership. Not only will agencies be able to save on the direct cost of vehicles, this contract provides a solution for agencies looking to lessen their environmental impact.



Supplier	Club Car	Columbia ParCar
Unique Solutions and Features	<ul style="list-style-type: none"> Gas and diesel with two-and automatic four-wheel drive Golf cars and turf utility vehicles Custom solutions for all your needs, such as trash units or hospitality van boxes 	<ul style="list-style-type: none"> Electric vehicles with zero tailpipe emissions Ability to haul up to 5200 lbs. or tow up to 7 tons People Movers can move up to 26 people to move large groups quietly and efficiently

CONGRATULATIONS

Paul Drayton, Jr., Burlington County Administrator has been named Burlington County College’s new president. He will begin his new role March 16, 2015.

T&M Associates announced the opening of a new Northern New Jersey office in Englewood, NJ. Frantz Volcy, P.E., has joined the team and will manage the office.

Kathleen Barnett Einhorn of **Genova Burns LLC** was recently appointed to the Nominating Committee of the New Jersey State Bar Association, and William F. Harrison was re-elected Chair of the Montclair Board of Adjustment.

Pennoni Associates Inc., recently expanded its presence to the Midwest for the first time by acquiring Jones-Stuckey Ltd. Inc., which is based in Ohio. They will do business as Jones-Stuckey, a **Pennoni Company**.

Morris County Freeholders Approve Site for New Countywide Family Justice Center for Domestic Violence Victims

by Joe Garifo, Public Information Officer for Morris County

Morris County will create a new Family Justice Center at the county government complex in Morristown that will serve as a one-stop facility for essential services for victims of domestic violence, it was announced at the Morris County Freeholder's meeting.

The freeholders, at their session last week, unanimously approved an agreement with the Jersey Battered Women's Service (JBWS) to provide space, at no cost, for the new center, to be housed in the Morris County Administration and Records Building on Court Street, across from the Morris County Courthouse. The lease agreement starts on Nov. 15 and runs through Oct. 31, 2020.

Morris County would become the second county in the state, joining Essex County, to set up a Family Justice Center.

"This will make it easier for people who have been victims of crimes to get the counseling, services and information they require in one convenient location in Morris County," said Freeholder Director Kathy DeFillippo. "It gives me a tremendous sense of pride to think of how many Morris County families will be helped by this necessary service. The Family Justice Center will stand as a beacon of hope for the victims of domestic violence for years to come."

The concept of a Family Justice Center is a joint effort of the JBWS and the Domestic Violence Working Group of Morris County, which is a coalition of the courts, prosecutor's office, sheriff's office, local police, social service agencies, and nonprofit groups.

The new center will offer increased safety for domestic violence victims and improve coordination of services they require, said JBWS Executive Director Patricia Sly. Allocation of space in the county government complex by the freeholders will make it easier for JBWS to obtain grants needed to operate the center, and allow them to use valuable funds for programs rather than allocating funds to rent or lease space.

"This will bring everything together under one roof," said Sly. "If you or your family have a problem with a domestic violence issue, there will be an easily accessible place in Morris County, for the first time, where you can come for all of the help you need, right in one place."

There are some 2,500 domestic violence offenses recorded in Morris County annually, with only about 25 percent of incidents reported, Sly and Marcy McMann, chairwoman of the Morris County Domestic Violence Working Group, told the freeholders. They said the new center could encourage domestic crime victims to come forward and seek needed help before situations spiral out of control, leading to more serious assaults and even homicides.

"It will give us the ability to get people started with needed support services --whether legal or medical or law enforcement or children's services -- when they really need it," said Sly. "It can really be daunting to clients to try to find their way through the bureaucracy. We hope to make it easier for them and get them the help they need as quickly as possible."

"We are only capturing a portion of the domestic violence cases that occur in Morris County," said McMann, who is a Morristown-based attorney. "The Family Justice Center will allow us to serve this group of people more effectively and efficiently. But more importantly, it may help us bring in some of the people who are violence victims but have been reluctant to seek help."

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WELCOME TO OUR NEW MEMBERS

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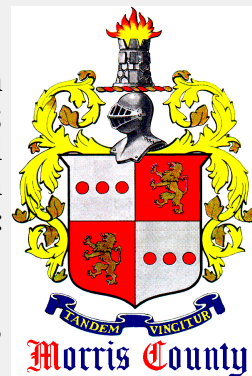


The Mercadien Group is a family of companies created to serve the diverse and sophisticated needs of clients in a capacity greater than any single organization can offer. The Mercadien Group provides accounting, auditing, business advisory, wealth management, and technology services.

Morris County Family Justice Center *(continued)*

The Jersey Battered Women's Service is a domestic violence and domestic abuse prevention agency. Services include a 24-hour hotline; counseling; safe house; transitional living; children's services; life skills education; vocational counseling; batterers' intervention; legal assistance; teen dating violence services; and professional training, education and youth prevention programs. For more information on JBWS, please visit: <http://www.jbws.org/index.html> or for help call (973) 267-4763

To find key facts on domestic violence offered by the Morris County Prosecutor's Office, please visit: http://www.morrisprosecutor.org/crimeprevention/crime_domestic.asp



Nationwide Economics

Weekly Economic Review & Outlook for March 2, 2015

by Michael Groom, Financial Markets Economist of Nationwide Mutual Insurance Company and Ben Ayers, Staff Economist of Nationwide Mutual Insurance Company

Weekly Review

Financial markets traded mostly flat last week in the wake of Federal Reserve Board Chair Janet Yellen's testimony to Congress and a spate of economic data suggesting tempered inflationary pressures and modest growth in the U.S. economy. Global bourses rose moderately as the risks of a Greek exit from the eurozone ebbed and central bank accommodation remained ample.

The Fed Chair's semi-annual Congressional testimony has often been where important developments in monetary policy have been communicated. This past week's testimony left much to be desired for market participants attempting to gauge when a change in monetary policy would occur. The prepared remarks contained many equivocating views on the economic expansion, the labor market, and pricing pressures. The main takeaway was that the Federal Open Market Committee (FOMC) is likely to take the term "patient" out of its forward guidance at its March meeting, and that consideration of rate hikes will occur on a meeting-by-meeting basis and be data-dependent. More specifically, the Fed wants to see continued strength in the labor market and confidence that inflation is returning to the 2.0 percent target within the next couple of years. This seemed to be an attempt to buy some flexibility from previous sentiments that rate hikes were likely to occur approximately two months after Fed guidance changed. The market shifted the probabilities of rate hikes slightly further out into fall, although the most recent FOMC forecasts suggest June.

Headline inflation declined in January, as expected, due to the sharp fall in oil prices. Core inflation increased at a mild 1.6 percent over the prior 12 months – the same as for the prior month. The services component of inflation increased marginally, boosted by price increases in apparel, education, and recreation, but the heavier weighted components of medical care and housing declined slightly. The sub-index details of the report continue to be murky, keeping the current flat trend intact, leaving market participants to rely on speeches by Fed officials. William Dudley, President of the Federal Reserve Bank of New York, repeated his view on Friday that raising rates too soon poses greater risks to the economy than lifting them too late. He further mentioned that he sees reason for caution on how soon or how quickly to raise interest rates.

The inevitable change in monetary policy should be put into context, however. When the FOMC deems that rate hikes are necessary, it will be because the economy has reached a point in which slack in the labor market has been effectively drawn out and the balance of risks has shifted from too cold to too hot. The stock market has historically continued to do well in this environment with positive returns in the time running up to tightening and even past it. The median annualized return 12, 6, and 3 months prior to tightening has been 27.6, 13.0, and 21.7 percent respectively, dating back to the 1970s. Furthermore, the S&P 500 has historically returned an average annualized 4.3 percent throughout past tightening cycles

Weekly Outlook

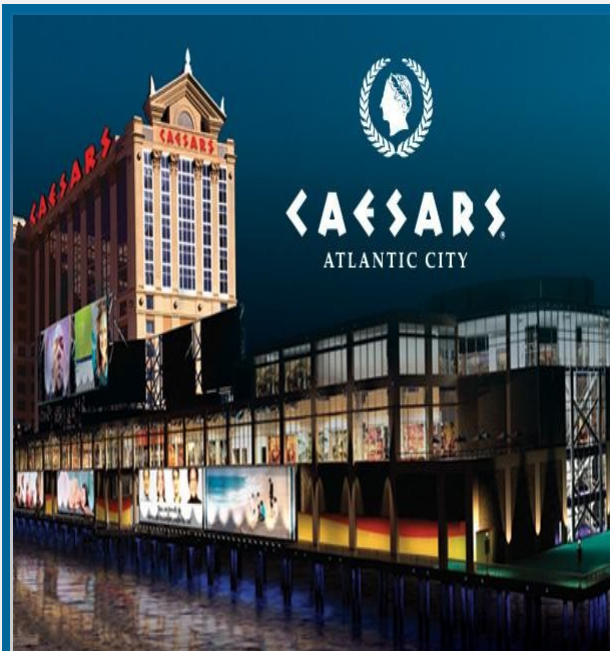
A busy week for economic news will be headlined by February data for payroll employment, light vehicle sales, and the Institute for Supply Management's (ISM) business surveys.

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Nationwide Economics *(continued)*

- The labor market will be looking to extend its positive momentum in February, with average **job growth** of 336,000 over the previous three months – an unsustainable pace. Employment gains have been widespread across most major sectors, a sign of improved overall health. We expect February's figure to be solid with 240,000 in added jobs. Stabilization of the labor force participation rate has slowed the decline in the **unemployment rate** even as job growth has picked up. The headline unemployment rate should edge down to 5.6 percent in February – matching the low for the current expansion.
- A sharp drop in auto sales lowered total **light vehicle sales** in January, the second consecutive month of decline, even as light truck sales continue to trend higher – perhaps in response to sharply lower gasoline prices. Faster job growth and low financing rates should help to boost light vehicle sales in February. We expect sales to rise modestly to an annualized pace of 16.8 million units (a little above the average for 2014).
- Despite the upbeat outlook for economic growth, the **ISM manufacturing index** has slipped in each of the past three months. The index is likely to move down a bit in February to 53.4 (still suggesting expansion for the sector). The **ISM nonmanufacturing index** should also edge down to 56.0, near the average for all of 2014.
- A surge in imports (spurred in part by the higher U.S. dollar) raised the **U.S. trade deficit** to the widest level in more than two years in December. A combination of lower oil prices, reduced imports, and stronger exports should lower the trade deficit to \$42.5 billion in January.

For further information please contact Emanuel Mahand, Program Director of New Jersey, at MAHAND@nationwide.com, or Bina Kumar, Managing Director - East Region, at kumarb1@nationwide.com.



NJAC Annual Conference

May 6th - May 8th, 2015

Register at www.njac.org to attend, exhibit, advertise in the conference directory, and host an event

Psychologists Offer Tips to Avoid Financial Fights

by Lynn Schiller, Ph.D, Public Education Coordinator for the New Jersey Psychological Association



When it comes to relationships, differing beliefs about money can be a recipe for conflict. Psychologists offer tips to avoid financial fights and set the stage for healthy discussions on joint monetary decision making.

According to the 2014 APA Stress in America survey, almost a third of adults with partners (31 percent) reported that money is a major source of conflict in their relationship. Compared to other touchy topics, couples' arguments about money tend to be more intense, more problematic and more likely to remain unresolved.

According Erica Rawes author of a 2014 Wall Street Cheat Sheet put out by USA Today, New Jersey ranks 5th on the list of the top seven most expensive states to live in. "In a state like New Jersey where the cost of living is relatively high compared to most other areas in the country, it stands to reason stress levels associated with finances can even run higher in the Garden State" says Lynn Schiller, PhD, Public Education Chair for the New Jersey Psychological Association.

With practice, people can learn to talk about finances in a healthier, more satisfying way:

Avoid using the word "budget." Some people have negative associations with this word that may set up a feeling of deprivation. Instead, think in terms of developing a spending plan. Deciding together what goals you want to save for and what goods and services you want to spend your money on.

Talk about money history. Whether people have been in a relationship 10 weeks or 10 years, talking about money history is a first step to getting on the same page about finances. Having an understanding of the partner's beliefs can help people avoid conflict and set the stage for healthy discussions about joint finances. Some things to discuss:

- What did your parents teach you about money?
- What are your financial goals?
- What are your fears about money?

Take a time out. If financial discussions become heated, take a time out and revisit them later. When it comes to money, partners may not always see eye to eye. But, with good communication and an understanding of each other's beliefs and values, people can work together to realize shared financial goals.

"Most people will have ups and downs when it comes to money throughout the course of their lives," states Dr. Schiller. "It is important not to panic as that may affect good decision making. If your financial situation takes a turn for the worse try to remain calm and remember that many money situations can be changed with the right amount of planning."

To learn more about mind/body health, visit the American Psychological Association at www.apa.org/helpcenter and follow [@APAHelpCenter](https://twitter.com/APAHelpCenter). To find out more about the New Jersey Psychological Association, visit www.psychologynj.org and follow [@njpsychassn](https://twitter.com/njpsychassn). You may also contact Jane Selzer, Executive Director at njpajs@psychologynj.org or Christine Gurriere, Communications Manager, at njpacg@psychologynj.org. Both may be reached at (973) 243-9800.



NEW JERSEY
PSYCHOLOGICAL ASSOCIATION

Federal Grants

Drug-Free Communities Support Program

Deadline: March 18, 2015

Available: \$125,000 per year for a period of up to 5 years

Number of Awards: Approximately 170

<http://www.samhsa.gov/sites/default/files/grants/pdf/sp-15-001.pdf>



Bryne Criminal Justice Innovation

Deadline: April 20, 2015

Available: Maximum of \$175,000 over a period of up to 18 months

Implementation: Maximum of \$1,000,000 over a period of up to 3 years

Number of Awards: Planning: Up to 15; Implementation: Up to 3

<https://www.bja.gov/Funding/15BCJIsol.pdf>



Research & Evaluation on Domestic Radicalization to Violent Extremism

Deadline: April 21, 2015

Available: Maximum of \$750,000 over a period of up to 3 years

Number of Awards: Up to 6

<https://ncjrs.gov/pdffiles1/nij/sloo1152.pdf>



New Jersey State Grants

New Jersey Involuntary Outpatient Commitment Programs

Deadline: March 25, 2015

Available: Maximum of \$300,000 per county

Number of Awards: Up to 5

<http://www.state.nj.us/humanservices/providers/grants/nofa>



The New Jersey Digital Government Summit will be hosting a **free** event on **May 19th and 20th at the Wyndham Garden, 1 West Lafayette Street, Trenton.**

The Focus

Digital Government Trends; New Technologies; Innovation; Collaboration; and IT Skills and Leadership

The Purpose

This event is for and about state and local government. The purpose of the event is to foster discussion and dialogue on the use of information technology as a strategic tool for managers, executives, and policy makers.

Who Should Attend

If you influence or participate in technology decisions or implementations at any level, you will find benefit in attending.

Don't miss this opportunity to see the latest in digital government solutions, keep abreast of current policy issues and network with key government executives, technologists and industry specialists.

To learn more about the Summit please visit [here](#).

JOB VACANCY ANNOUNCEMENTS

The **County of Hudson** is seeking an individual for **Assistant Director, Division of Parks**.

Education Requirements: Graduation from a four (4) year course at an accredited college or university with a major course of study in any of the following - horticulture, forestry, landscape architecture or environmental sciences.

Experience Requirements: A minimum of three (3) years of management experience involving planning the care and maintenance of large tracts of land, including the planting and caring of flowers, shrubbery and other plants, the improvements to and maintenance of public recreation facilities and the preparation and administration of budgets. A Master's Degree in any of the above mentioned fields can substitute for one (1) year experience.

Knowledge & Abilities: Administrative and management capabilities as well as scientific and technical knowledge need to plan, organize and direct the protection, development and utilization of parkland.

Knowledge of the equipment and methods used in caring for park facilities and the operation of various types of park machinery.

Ability to plan, budget, and supervise maintenance, planting construction and repair programs at park facilities.

Knowledge of the concepts and techniques of long term park resource use planning and park maintenance strategies, including coastal/tidelands management and wetlands preservation and maintenance.

Ability to provide technical advice in the course of assignments and instructions to employees.

Knowledge of the guidelines, regulations and requirements of federal and State departments and agencies that are tasked with the conservation, environmental protection and preservation of park facilities, resources and open space.

The County of Hudson operates under the rules and guidelines of the New Jersey State Civil Service Commission. As such, this position will be subject to the Civil Service testing procedure. The Civil Service title is County Park Superintendent.

Interested applicants should submit resume and salary history to: *Elinor Gibney*, Personnel Director County of Hudson - 830 Bergen Avenue, Jersey City, NJ 07035 or send it via email to egibney@hcnj.us by March 16, 2015.

The **County of Hunterdon** is seeking an **Accountant** to perform accounting work involved in financial statements and in maintaining an accounting system including reconciling of complex bank accounts. Must know and understand processes and procedures of the check register run, revenues and appropriations as they pertain to the County budget and processes and procedures of Accounts Payable and Accounts Receivable. Two (2) years of accounting experience involving accounting, budgeting, auditing and financial analysis and reporting required. Graduation from an accredited 2 or 4 year college with an Associates or Bachelor's degree required. Please respond with letter of interest including salary requirements with resume to personnel@co.hunterdon.nj.us.

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JOB VACANCY ANNOUNCEMENTS *(continued)*

The **County of Bergen** is seeking a full-time **Director of Parks** who, under direction, plan, organizes, coordinates and directs park programs for effective services to the population. Possession of a Bachelor's Degree from an accredited college/university with a major course of study in horticulture, forestry, civil engineering, landscape architecture among others. Five (5) years of experience in planning, promoting and/or administering comprehensive recreation facilities. Visit the County's website at <http://www.co.bergen.nj.us>.

Submit your resume to: Ralph Kornfeld, Director of Personnel, at rkornfeld@co.bergen.nj.us by April 1, 2015

The **County of Bergen** seeks a F/T **Landscape Architect** with minimum 2 years experience in Landscape Design. Prepares site plans, cost estimates; parks & Rec specifications. Supervision of installation & construction. Valid Landscape Architect (NJ) and NJ residency required. NJ Civil Service job with pension and benefit package. Visit the County's website at www.co.bergen.nj.us.

Submit your resume to: recruiter@co.bergen.nj.us by April 1, 2015

2015 NACo Annual Conference Registration is Open

Celebrate NACo's 80th Annual Conference and register for this summer's event, July 10-13 in Mecklenburg County, N.C. NACo's 80th Annual Conference and Exposition provides an opportunity for all county leaders and staff to learn, network and guide the direction of the association. The Annual Conference, held each July, is hosted by a NACo member county.

This year, the conference will be held in Mecklenburg County, (Charlotte) North Carolina. The Annual Conference provides county officials with a great opportunity to vote on NACo's policies related to federal legislation and regulation; elect officers; network with colleagues; learn about innovative county programs; find out about issues impacting counties across the country; and view products and services from participating companies and exhibitors.



To register [click here](#) or Contact: [Kim Struble](#) · (202) 942.4288



2015 NACo Achievement Awards, Now Open For Submissions - Deadline is March 27, 2015

NACo is currently accepting nominations for the 2015 Achievement Awards.

For fifty-five years, NACo has recognized innovative programs in county government through the Achievement Awards Program. The awards provide an excellent opportunity for winners to promote their successes to a larger audience and share best practices with their partners and peers. As a non-competitive awards program, each application is judged on its own merits and not against other applications received. Awards are given in 21 different categories culminating with an awards celebration at the 2015 NACo Annual Conference and Exposition in Mecklenburg County, North Carolina.

Form more information on the application process, deadlines and program criteria, please see the promotional materials [here](#).

Contact: Yael Lazarus at ylazarus@naco.org or (202) 661-8819

NCGM Helps Raise Awareness About Counties

by Tom Goodman, Public Affairs Director for NACo



Counties across the country are holding activities and events next month as part of National County Government Month (NCGM), held each year in April.

The activities include holding open houses at county facilities, conducting programs with schools, recognizing veterans and employees, and issuing proclamations. Since 1991, NACo has encouraged counties across the country to actively promote county government programs and services. The focus of NCGM is to raise public awareness and understanding about the roles and responsibilities of county government.

This year's theme is "Counties Moving America Forward: The Keys are Transportation and Infrastructure," which is the focus of NACo President Riki Hokama's presidential initiative. Following the theme, counties will be showing their residents how they are at the forefront of strengthening transportation and the infrastructure fundamental to moving America forward.

Counties play a key role in everything from moving people and goods to moving the economy forward.

"County transportation and infrastructure are vital to boosting economic competitiveness, moving our food efficiently and maintaining a strong national defense," Hokama said.

NCGM provides an opportunity for counties to highlight key transportation projects like new bridges, roads, resurfacing projects or other infrastructure work. Counties that do not have transportation responsibilities are using NCGM to highlight the infrastructure projects that they fund.

There are also other ways to show how your county plays a central role in your community and helps "move America forward." Counties can participate in NCGM by hosting community outreach events and activities, tours of county facilities, recognition ceremonies for volunteers and county employees, sponsoring essay or art contests and adopting resolutions.

To read more please click [here](#).



Upcoming Sustainable New Jersey Webinars for March 2015

by Winnie Fattton, Project Manager for the Sustainable Institute at the College of New Jersey

New Features of the Sustainable Jersey Website for 2015

Fostering Sustainability Education through a Film Festival

March 18, 2015 1:00 - 2:00 p.m.

[REGISTER](#)

Looking for a new, innovative and fun way to bring your community together and communicate environmental information? Holding a film festival is one of the many ways to earn points for the Community Education and Outreach action. Festivals are a great way to bring your community together on a cold winter night, or enjoy the warm summer weather, and can be geared toward all age levels! In this webinar you will learn about the resource partners that can assist your green team to organize a film festival.

Speakers include:

Winnie Fattton, Program Manager for Sustainable Jersey, who will provide a brief overview of the Community Education and Outreach action.

Marnie Vyff, from the Mountain Lakes Green Team, who has headed environmental movie events to promote awareness in New Jersey. Marnie has also assisted neighboring communities with their own environmental events.

Lindsey Kaymen, President of the Environmental Education Fund, who will talk about Environmental Film Festival's (EFF) efforts to foster environmental education through film and multimedia events. Lindsey has been a member of the Princeton EFF planning committee since 2007.

Tara Shepherd, Executive Director of HART Commuter Information Services, a non-profit transportation management association (TMA) dedicated to promoting sustainable transportation in Hunterdon County, NJ for the past 15 years, will explain how HART has been instrumental in helping Hunterdon municipalities organize film festivals.

Update on Sustainable Jersey's Municipal Energy Program

March 25, 2015 – 1:00-2:00 p.m.

[REGISTER](#)

Learn about the newly re-aligned suite of Energy Actions available for municipalities as they pursue certification.

There are a number of new actions available since last year's certification cycle that will be covered for green teams. In addition, there will be a thorough discussion of how previously approved actions will be handled going forward as municipalities apply for re-certification.

Come hear about the exciting new features available for towns (e.g. variable points for actions depending on depth of implementation) as we provide a wide array of new alternatives in the energy section of the Sustainable Jersey program!

We will be providing an opportunity for questions and answers so don't miss this chance to get more familiar with an important part of the new Sustainable Jersey program.

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Upcoming Sustainable New Jersey Webinars for March 2015

(continued)

A Primer: Energy Actions for the Sustainable Jersey for Schools Program

March 31, 2015 – 1:00-2:00 p.m.

[REGISTER](#)

Learn about the suite of Energy Actions available for schools and school districts as they pursue certification.

The actions available are closely aligned with those in the current Sustainable Jersey municipal program, but there are significant additional opportunities for schools as well as they tackle energy issues relating to sustainable energy use.

Come join us to hear about the exciting features available for school districts (e.g. variable points for actions depending on depth of implementation).

We will be providing an opportunity for questions and answers so don't miss this chance to get more familiar with an important part of the new Sustainable Jersey for Schools program.



info@sustainablejersey.com and www.SustainableJersey.com

MONOC Wins EMS 10 Innovators in EMS Award for Second Straight Year

by Scott Matin, Vice President of MONOC Mobile Health Services



l to r: **Scott Matin, MONOC
Vice President**
&
**Peter Dworsky, MONOC
Corporate Director
Freeholder**

At an annual awards' dinner in Baltimore, Maryland, MONOC managers Scott Matin and Peter Dworsky were presented the EMS 10 Innovators in EMS Award for the second year in a row. The EMS 10 Innovators in EMS Award program has a simple mission but a powerful objective: identify some of the best innovators in the EMS industry around the world and alert the EMS community to their achievements to help providers and patients in the future.

Matin and Dworsky won for producing a free public safety announcement video for first responders entitled "High Visibility Safety Vests: Be Safe Be Seen." The video explains the importance of wearing high visibility safety vests whenever working on roadways, and how it can save lives.

At the event, Dworsky said "We are very pleased to have our efforts in the field of EMS safety recognized by our peers and hope this safety initiative raises the awareness and helps.

For additional information or questions please contact 732-919-3045 ext. 1168 or scott.matin@monoc.org.



Cape May County Freeholders to Establish “Coast Guard Community” Events

by Carole M. Mattessich, Esq., Economic Development Coordinator for Cape May County



Captain G. Todd Prestidge
Commanding Officer
U.S. Coast Guard

On March 10 at 7 p.m., Cape May County Freeholders voted on a resolution addressing the U.S. Coast Guard’s recent designation of Cape May County as a “Coast Guard Community.” U.S. Coast Guard Captain G. Todd Prestidge, Commanding Officer of the Coast Guard Training Center Cape May (“TRACEN”), was present to receive official notice of the Freeholders’ actions.

The “Coast Guard Community” designation, announced after several levels of Coast Guard flag review and confirmation by the U.S. Congress, is scheduled for official presentation to Cape May County at a Proclamation Ceremony at TRACEN on Friday, May 8, by Admiral Paul Zukunft, the Coast Guard’s global Commanding Officer.

To honor and celebrate the designation, this week the County is authorizing a three-day “Coast Guard Community Festival” at which the Proclamation Ceremony will be the central ceremonial event. The Festival will take place May 8 to May 10. Additional events and educational opportunities include tours of Coast Guard boats, Cape May harbor and commercial fishing vessels; exhibits of current and historic

Coast Guard-related items; children’s activities; a Search-and-Rescue operation; and numerous social events including a barbecue, dinners with entertainment, and a Sunday morning breakfast honoring Coast Guard spouses. (Additional details will be provided in weeks leading up to the Festival.)

Also in this week’s Resolution, County Freeholders will designate the first full week in May of each year as “Coast Guard Community Week” in Cape May County.

Only one other county in the United States has earned the designation of Coast Guard Community. “This is an enormously significant honor for the County, and my colleagues and I wish to support it in every possible way,” said Freeholder Director Gerald M. Thornton, who was active in the County’s application for the designation, a process that took over a year. Freeholder Will Morey now will serve as Festival Co-Chair, along with Cape May City Mayor Edward Mahaney, in planning Festival Events with a Steering Committee appointed from municipalities throughout the County.

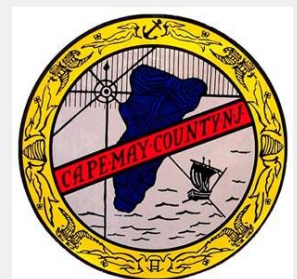
TRACEN, the Coast Guard’s fifth largest base, is the only venue in the country where Coast Guard recruits receive their basic training. It also includes commands that engage in missions such as vessel support, participation in air/sea rescue, investigative services, communications and homeland security services.

For more information about the Coast Guard Community designation and the Coast Guard Festival, go to www.coastguardcommunity.org.

Festival Contact information call Nina Ranalli at (609) 425-7650. For County Media Contact Diane Wieland at (609) 463-6415, and for Coast Guard Media please contact John Edwards at (609) 898-6362).

Also, please view www.coastguardcommunity.org and www.capemaycountygov.net

Cape May County
“A proud Coast Guard Community”
Coast Guard Festival
May 8-10, 2015
Coast Guard Community
Essay and Art Contest
[Click here for Application](#)



NJRA Redevelopment Training Institute Announces Workshops

NJRA Redevelopment Training Institute: Project Finance - Basic

Date: March 24 & 25, 2015

Time: 9:30 a.m. – 4:30 p.m.

Location: Thomas Edison State College

101 West State Street, Trenton, New Jersey 08625

Registration Link: <https://www.regonline.com/projectfinancebasic>

NJRA RTI: Comprehensive Real Estate Development Class & Tour - Trenton (Hospital Repurposed Redevelopment Project)

Date: April 14 & 15, 2015

Time: 9:30 a.m. – 4:30 p.m.

Location: Capital Health Complex (formerly Mercer Hospital)

446 Bellevue Avenue, Trenton, New Jersey 08618

Registration Link: <https://www.regonline.com/realestatedevelopmenttrenton>

NJRA Redevelopment Training Institute: Project Finance – Intermediate

Date: May 19 & 20, 2015

Time: 9:30 a.m. – 4:30 p.m.

Location: Thomas Edison State College - 101 West State Street, Trenton, New Jersey 08625

Registration Link: <https://www.regonline.com/projectfinanceintermediate>

NJRA RTI: Comprehensive Real Estate Development Class & Tour – Pleasantville, NJ (New Construction Municipal Redevelopment Project)

Date: June 11 & 12, 2015

Time: 9:30 a.m. – 4:30 p.m.

Location: Pleasantville Library - 33 Martin Luther King Junior Avenue, Pleasantville, NJ 08232

Registration Link: <https://www.regonline.com/realestatedevelopmentpleasantville>

NJRA RTI: Redevelopment Planning Law

Date: September 30, 2015 & October 1, 2015

Time: 9:30 a.m. – 4:30 p.m.

Location: One Newark Center

1085 Raymond Blvd - 13th Floor, Newark, NJ 07102



For more information contact Oscar Parham, Program & Marketing, at (609) 278-5771 or via email at oparham@njra.us

BECOME A MEMBER

OF THE

NEW JERSEY ASSOCIATION OF COUNTIES

Learn about the benefits of being a part of NJAC and how you can join by contacting

Loren Wizman, Business Development Director, at

(609) 394-3467 or loren@njac.org.

[Click here for an application.](#)

FROM THE EXECUTIVE DIRECTOR



John G. Donnadio, Esq.

After initially announcing that the Department would freeze Local Bridges Future Needs Program (LBFN) monies in 2015, NJ DOT confirmed late last week that it plans to restore the \$25.0 million for vital bridge repair, replacement, and rehabilitation funding, and that counties should expect to receive grant solicitation letters from the Department early this month. Special thanks to the New Jersey State Association of County Engineers (NJSACE), which worked with NJAC to identify the list of pending and future projects that would have been impacted by the Department's proposed freeze.

Although this is very good short term news and we certainly appreciate the Department's efforts to reinstate this critical funding, NJAC plans to actively pursue maintaining LBFN monies for 2016 and beyond; and, will continue to advocate for a stable, dependable, and long-term source of dedicated funding for the nearly insolvent Transportation Trust Fund (TTF). As county and municipal roads and bridges carry an estimated 53% of the State's overall traffic, yet inequitably receive only a 12% share of funding as Local Aid allocations under the State's current Transportation Capital Program, NJAC will also continue to advocate for an increase in Local Aid allocations as a means to mitigate the reliance on the collection of local property taxes, promote job growth and economic development, and ensure a safe and reliable transportation network.

LBFN is funded by TTF monies and provides annual grants of \$1.0 million to each county as financial assistance to repair or replace structurally deficient and functionally obsolete bridges. NJ DOT also makes available an additional \$4.0 million as discretionary funding for a total of \$25.0 million per year. As has been well documented, county governments operate and maintain approximately 7,140 bridges with 11.0% of the 2,566 major bridges classified as structurally deficient and 17.0% of these same bridges classified as functionally obsolete in need of repair or replacement. Moreover, 64.1% of the 4,584 minor bridges are in need of repair and 21.9% of these same bridges must be replaced.

DON'T MISS OUR BIGGEST EVENT OF THE YEAR!

65th NJAC Annual Celebration of County Government






Our conference takes place from May 6th through May 8th at Caesar's in Atlantic City, NJ. Join us for:

- The nation's only county vocational-technical school cook-off challenge
- All major events & workshops hosted in the main exhibit hall
- A brand new feature with an insightful reporters roundtable
- Unique networking opportunities to share resources and ideas
- Informative workshops approved for continuing education credits

Visit the [Events of May 6th](#) section of our website for the calendar of events and details on how to register, exhibit, advertise in the conference directory, and host an event.

«MARCH 2015»

.....Is National Nutrition Month

SAT	SUN	MON	TUES	WEDS	THURS	FRI
	15 Austin the Unstoppable Cooking Demo 12:00 p.m. - 1:30 p.m. Apple Farm Arts & Music Center Salem County	16 Russian National Ballet "Cindarella" 7:30 p.m. County College Vineland Cumberland County	17 Happy St. Patrick's Day 	18 IZOD Center  7:00 p.m. East Rutherford Bergen County	19	20  ATLANTIC CITY CONVENTION CENTER ATLANTIC CITY, NJ 6:00 p.m. Atlantic County
21  Pet-a-Palooza 12:00 p.m. - 3:00 p.m. Kings Court Haddonfield Camden County	22 Flemington Easter Bunny Express 11:30 a.m. - 3:45 p.m. Black River & Western Railroad Hunterdon County	23	24 Culinary Cafe 12:00 p.m. Community College Conference Center Jersey City Hudson County	25	26 Moetion Dance Theatre 7:00 p.m. Sitnik Theatre Hackettstown Warren County	27 Singer Songwriter Weekend Congress Hall Hotel Cape May County
28 7th Annual "Science- Sational Day" 10:00 a.m. - 3:00 p.m. County College of Morris Morris County	29  Bernstein Bears Family Matters Musical 2:00 p.m. Performing Arts Center Union County	30	31 The African Children's Choir 7:00 p.m. Count Basie Theatre Red Bank Monmouth County			

«APRIL 2015»

.....Is National County Government Month

SAT	SUN	MON	TUES	WEDS	THURS	FRI
				1 	2	3 NJAC Observes Good Friday
4  Car Show 10:00 a.m. - 5:00 p.m. Flying W/ Airport Medford Burlington County	5 Rancho Bullriding & Festival 5:00 p.m. Dream Park Logan Twshp. Gloucester County	6 Pickin' on the Porch Old Time Songs 12:00 p.m. - 5:00 p.m. Tuckerton Seaport Ocean County	7 Free Tax Prep. Serv. Fin. Empowerment Zone 9:00 a.m. - 5:00 p.m. Paterson Passaic County	8	9 Biotech Career Fair Free Genesis Biotech Campus 10:00 a.m. - 3:00 p.m. Hamilton Mercer County	10 Boat Show Skylands Stadium Frankfort www.skylandsstadium.com Sussex County
11 Gem & Mineral Show 10:00 a.m. - 6:00 p.m. NJ Conv. & Expo Ctr. Edison Middlesex County	12 Woodland Walks 2:00 p.m. Leonard J. Buck Garden. Far Hills Somerset County	13  Cherry Blossom Festival Branch Brook Park Newark Essex County	14			